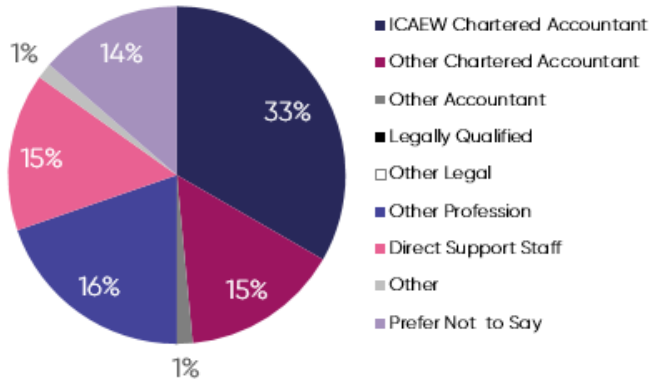
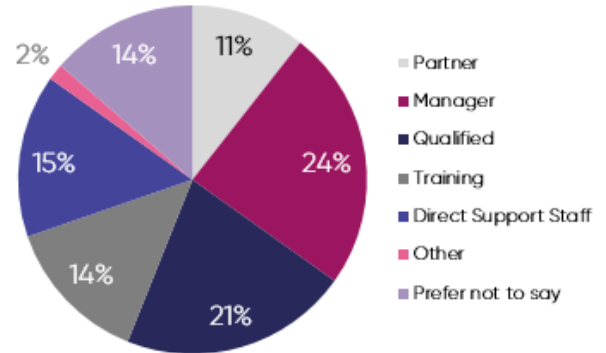


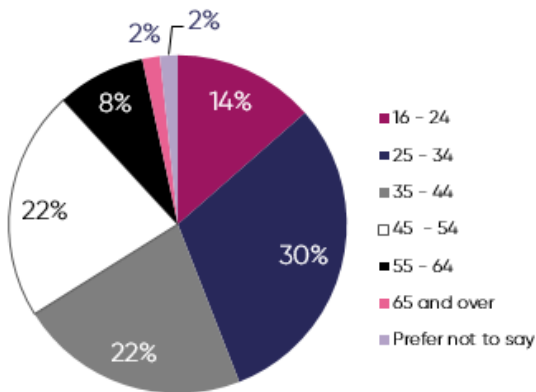
Q1a. Professional Qualification



Q1b. Position within firm

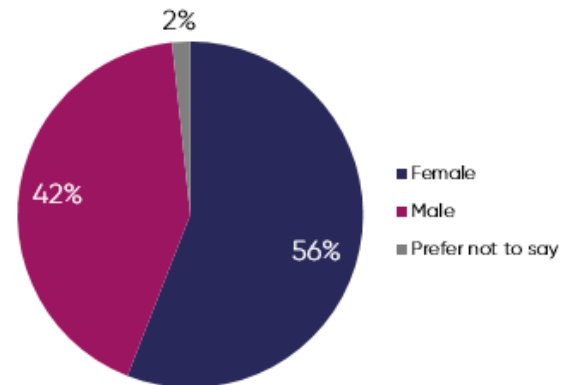


Q2. Age



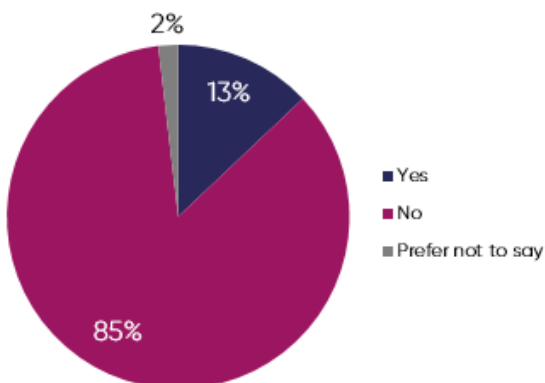
Q3. Gender

(a) Which gender do you identify with?



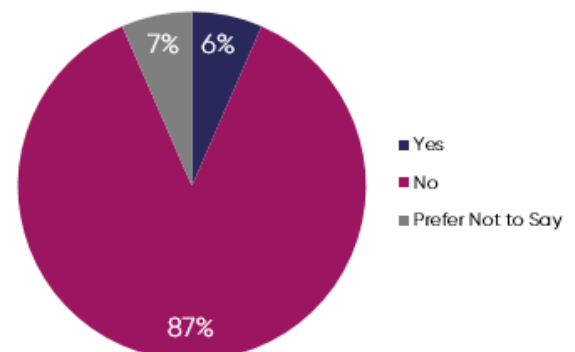
Q3. Gender

(b) Is the gender you now identify with different from the sex you were assigned at birth?



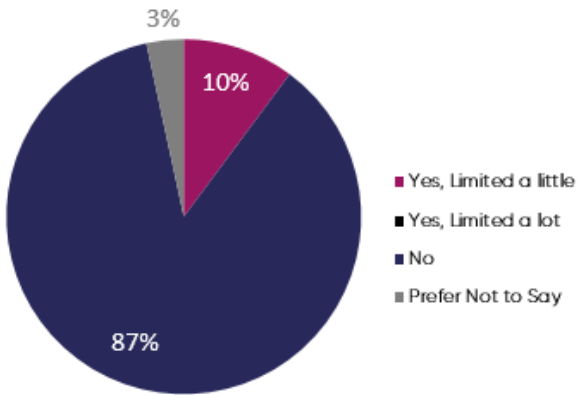
Q4. Disability

(a) Do you consider yourself to have a disability according to the definition in the Equality Act?



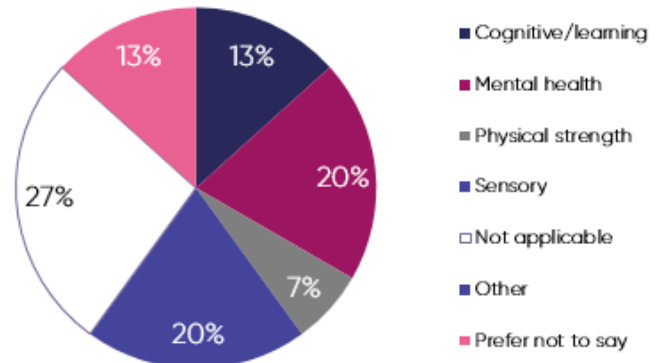
Q4. Disability

(b) Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12

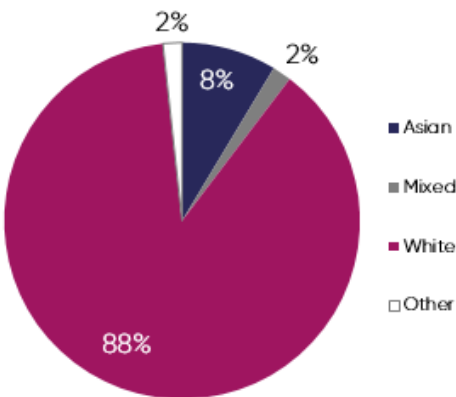


Q4. Disability

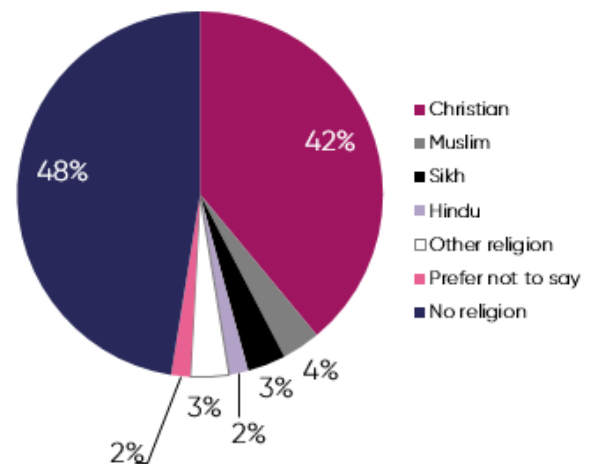
(c) If you have answered "Yes" to any of the previous two questions please identify which of the below health problems or disabilities apply?



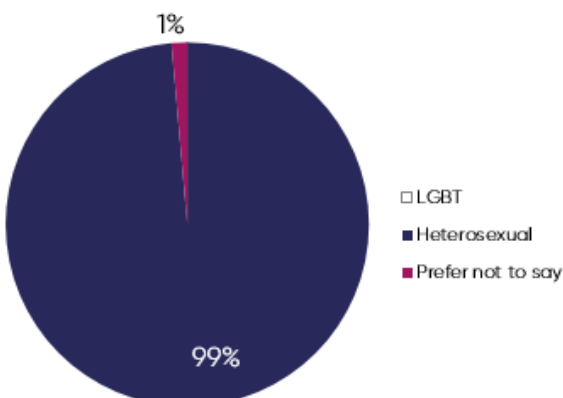
Q5. Ethnic Group



Q6. Faith

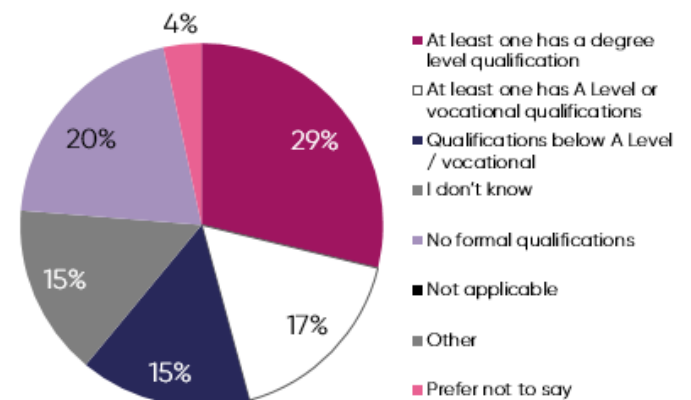


Q7. Sexual Orientation



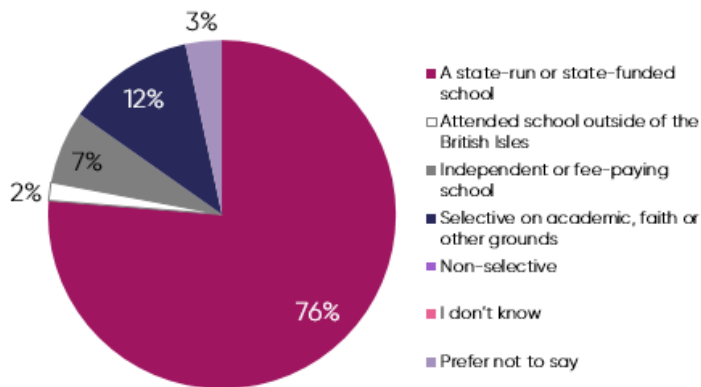
Q8. Socio-economic background

(a) What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?



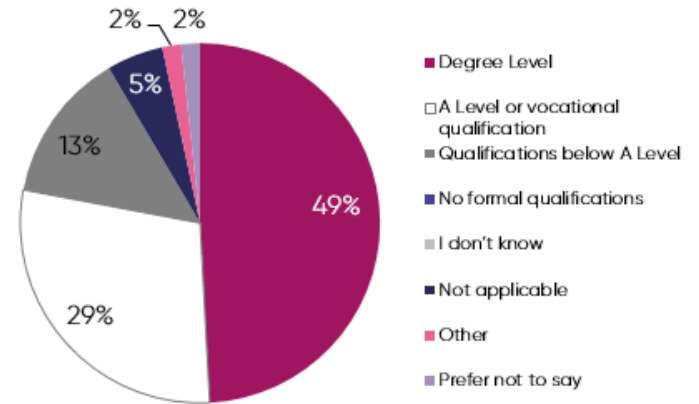
Q8. Socio-economic background

(b) What type of school did you mainly attend between the ages of 11 and 16?



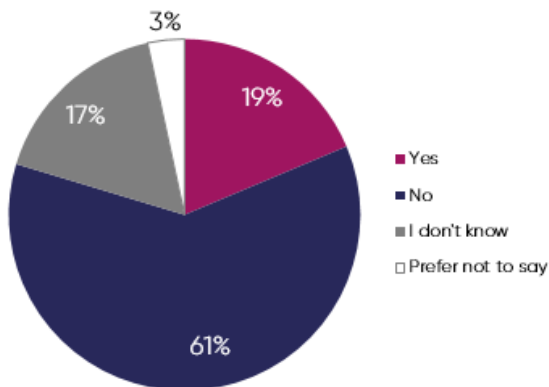
Q9. Social mobility

(a) What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?



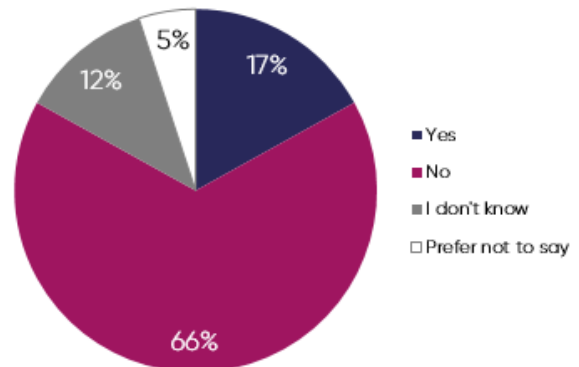
Q9. Social Mobility

(b) Did either (or both) of the following apply at any point during your school years? i. Did your household receive income support?



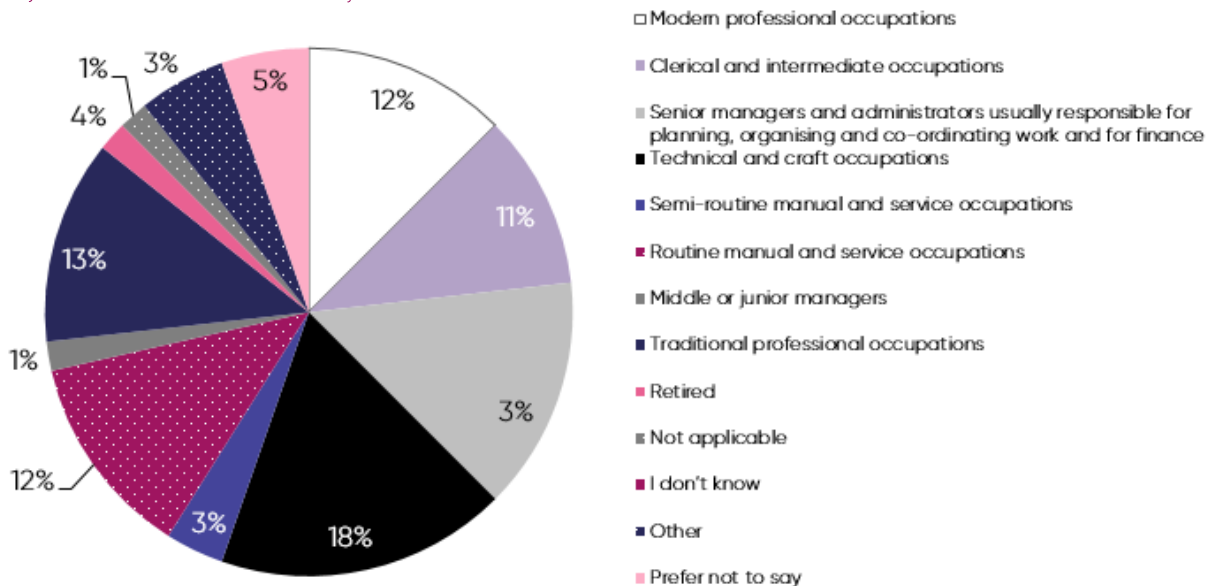
Q9. Social Mobility

(b) ii. Were you entitled to free school meals?



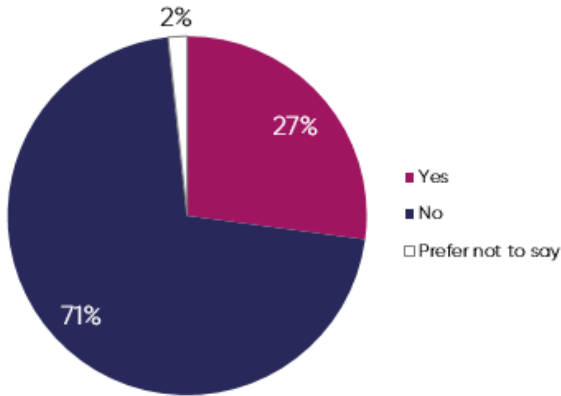
Q9. Social Mobility

(c) Thinking back to when you were aged about 14, which best describes the sort of work the main / highest income earner in your household did in their main job?



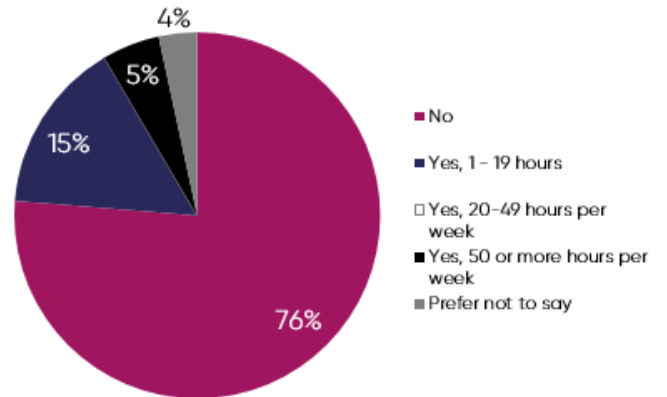
Q10. Caring responsibilities

(a) Are you a primary carer for a child or children under 18?

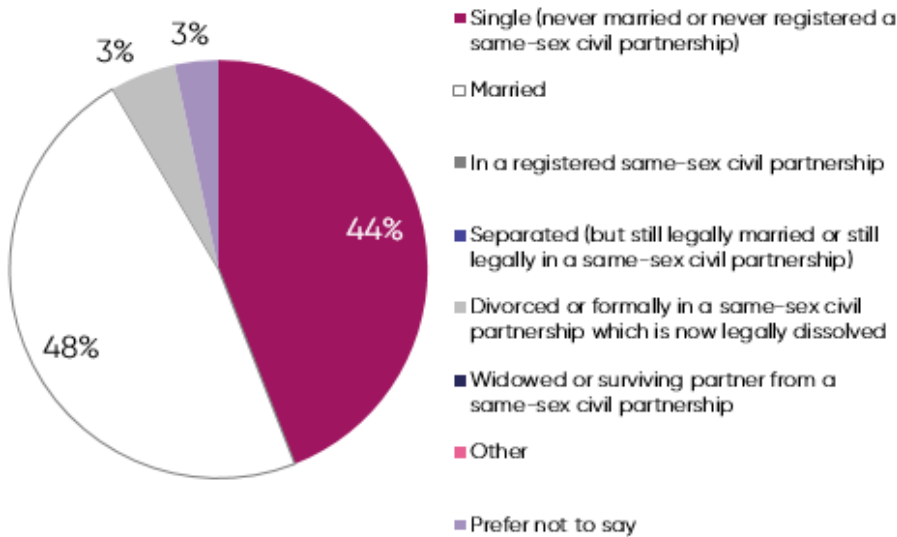


Q10. Caring responsibilities

(b) Do you look after, or give any help or support to family members, friends, neighbours or others because of either :
- Long term physical or mental ill-health / disability -
Problems related to old-age?

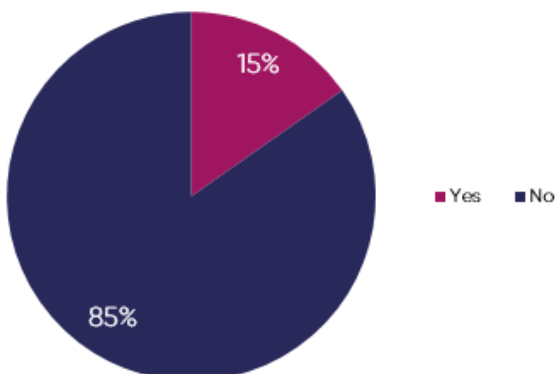


Q11. Marital Status



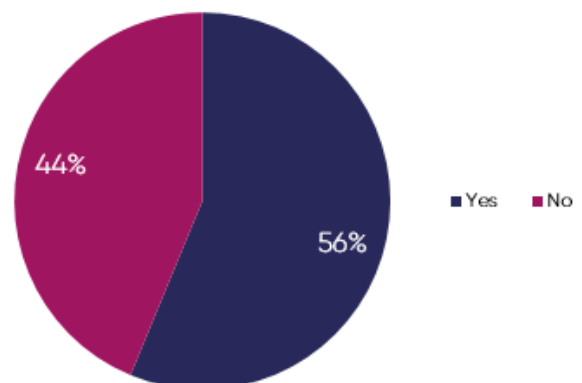
Q12. Maternity/Paternity

(a) Have you taken maternity or paternity leave in the last 5 years?



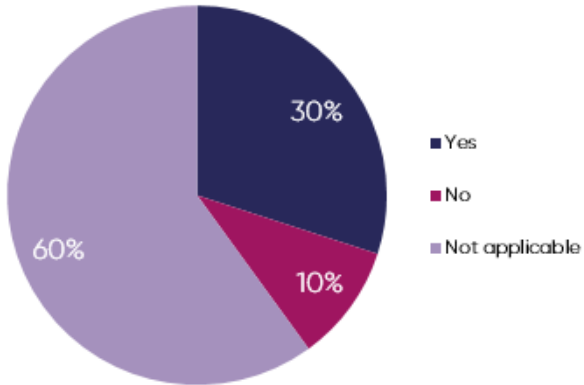
Q12. Maternity/Paternity

(b) If yes: i. Did you return to your current employer after the leave?



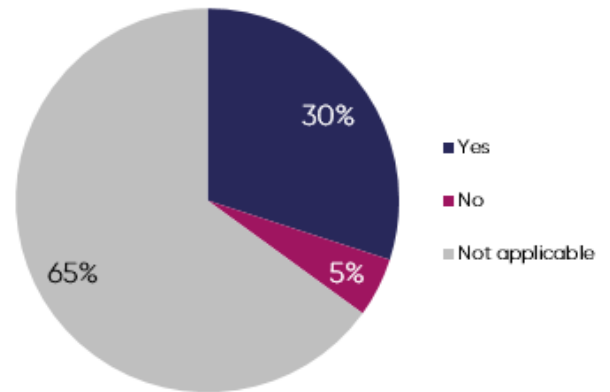
Q12. Maternity/Paternity

(b) If yes: ii. Did your current employer give you additional leave for ante-natal appointments?



Q12. Maternity/Paternity

(b) If yes: iii. Has your employer offered you flexible working arrangements?



Q12. Maternity/Paternity

(b) If yes: iv. Has the ability to work from home been an important aide in your return to work?

